

NOTICES OF EMERGENCY RULEMAKING

Under the Administrative Procedure Act, an agency may determine that adoption, amendment, or repeal of a rule is necessary for immediate preservation of the public health, safety or welfare and the notice and public participation requirements are impracticable. Under this determination, the agency may adopt the rule as an emergency and submit it to the Attorney General for review. The Attorney General approves the rule and then files it with the Secretary of State. The rule takes effect upon filing with the Secretary of State and remains in effect for 180 days. An emergency rule may be renewed for one or two 180-day periods if the requirements of A.R.S. § 41-1026 are met. If the emergency rule is not renewed or the rule is not permanently adopted by the end of the 180-day period, the emergency rule expires and the text of the rule returns to its former language, if any.

NOTICE OF EMERGENCY RULEMAKING

TITLE 2. ADMINISTRATION

CHAPTER 8. STATE RETIREMENT SYSTEM BOARD

PREAMBLE

- | | |
|-----------------------------|--------------------------|
| 1. Sections Affected | Rulemaking Action |
| R2-8-123 | Amend |
| Table 1 | Amend |
| Table 2 | Amend |
| Table 3 | Amend |
| Table 5 | Repeal |
| Table 5 | New Table |
| Table 6 | New Table |
| Table 7 | New Table |
- 2. The specific authority for the rulemaking, including both the authorizing statute (general) and the statutes the rules are implementing (specific):**
Authorizing statute: A.R.S. § 38-714(E)(5)
Implementing statutes: A.R.S. §§ 38-711(2) and (24); 38-714(G)(3); 38-736; and 38-737
- 3. The effective date of the rules:**
January 30, 1997
- 4. Is this rulemaking a renewal of a previous emergency rulemaking?**
No.
- 5. The name and address of agency personnel with whom persons may communicate regarding the rulemaking:**
Name: Thomas Finnerty
Address: State Retirement System Board
3300 North Central Avenue
P.O. Box 33910
Phoenix, Arizona 85067-3910
Telephone: (602) 240-2027
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- 6. An explanation of the rules, including the agency's reasons for initiating the rules:**
The Arizona State Retirement System Board (Board) has adopted amendments to R2-8-123 in order to implement A.R.S. § 38-714(G)(3), 38-711(2) and (24), 38-736, and 38-737.
A.R.S. § 38-714(G)(3) requires the Board to conduct an annual actuarial valuation of the ASRS assets and liabilities.
The determination of "normal costs" as defined in A.R.S. § 38-711(24) is dependent upon the annual actuarial valuation of the ASRS assets and liabilities.
Under A.R.S. §§ 38-736 and 38-737, employers and members are required to contribute annually a percent of compensation to fund the ASRS plan. The contribution rate for each plan year is based on the results of the annual actuarial valuation.
To conduct an actuarial valuation, the Board and its actuary must analyze various components of the plan and forecast their level of activity and characteristics. Those components are: value of assets, investment yield, mortality, disability, withdrawal, salary, retirement age, future increases in benefits, future retirees eligible for health insurance premium supplement and proportion of vested terminated members who will not withdraw their contributions. The anticipated activity or characteristics of these components, as they relate to actuarial valuations, are the actuarial assumptions and funding methods.

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Under A.R.S. § 38-711(2) actuarial equivalents are based upon mortality and interest rate assumptions.

The Board and its actuary cannot conduct appropriate actuarial valuations and determine the normal costs, set the appropriate contribution rate, and determine actuarial equivalencies without the Board's adoption of appropriate actuarial assumptions.

A.R.S. § 38-714(G) also requires the Board to contract for a study of the mortality, disability, service, and experience of the employers and employees participating in the ASRS at least every 5th fiscal year. Pursuant to this requirement, the Board contracted with Watson Wyatt & Company, consulting actuaries, to conduct an actuarial experience study for the 5-year period ending June 30, 1995. Watson Wyatt & Company presented the report of this experience study to the Board on November 15, 1996.

Based upon the results of the 5-year experience study, Watson Wyatt & Company has recommended, as its best judgment on the prospective performance of the ASRS, that the assumptions respecting mortality rates, salary increases, and retirement ages should be adjusted so that the annual actuarial valuations for the plan year that ended June 30, 1996, and for the succeeding plan years until the next 5-year experience study will portray more accurately the actuarial condition of the ASRS.

Concurring with the recommendations of its consulting actuaries, the Board has amended R2-8-123 as follows:

a. Changes in Mortality Rates and Retirement

The Watson Wyatt & Company Actuarial Experience Study of the Arizona State Retirement System for the 5-year period ending June 30, 1995, showed that the actual deaths for the core group of retired members was not significantly higher than expected (4,004 actual deaths compared to 3,566 expected deaths) but that the rate of retirement had increased dramatically to 127% of expected retirements.

As a result of this experience, the actuaries recommended, and the Board concurred, that the assumed rate of mortality for post retirement, the 1983 Group Annuity Mortality Table, with margins, set back 1 year for males with no set back for females, should continue in effect for post retirement and that the same assumption also should be applied to pre-retirement, that being the 1983 Group Annuity Mortality Table, with margins, set forward 1 year for males and 3 years for females.

The actuaries recommended an increase in the retirement rates to produce a new actual to expected ratio of 96.5%.

b. Changes in Assumed Salary Increases

Watson Wyatt & Company analyzed the salary experience for the ASRS for the 5-year period ending June 30, 1995, and subdivided it into 2 components: (1) annual increase due to step-rate/promotional component, and (2) general increase reflecting inflation and productivity increase.

As a result of the experience study, the actuaries recommended that the general salary increase component be reduced from 5.50% to 4.50% per annum. This reflects reduced inflation from 5.00% to 4.25% and reduced productivity from 0.50% to 0.25% to reflect actual experience.

As a result of the experience study, the actuaries also recommended a modification of the step-rate/promotional component of the salary scale to reflect actual experience.

c. Repeal of Assumption on Future Increases in Social Security Benefits

In 1995, the Legislature established a separate long-term disability benefit program. Disability benefits no longer are funded through the ASRS Retirement Plan. Future increases in Social Security benefits, therefore, no longer are relevant to an actuarial valuation of the ASRS Retirement Plan. Future increases in Social Security benefits, therefore, no longer are relevant to an actuarial valuation of the ASRS Retirement Plan.

7. A showing of good cause why the rules are necessary to promote a statewide interest if the rules will diminish a previous grant of authority of a political subdivision of this state:

Not applicable.

8. The summary of the economic, small business, and consumer impact:

Because this rulemaking is the initial adoption of an emergency rule pursuant to A.R.S. § 41-1026, A.R.S. § 41-1055(E) exempts the agency from providing an economic, small business, and consumer impact summary.

9. Any other matters prescribed by statute that are applicable to the specific agency or to any specific rule or class of rules:

Not applicable.

10. Incorporations by reference and their location in the rules:

None.

11. An explanation of the situation justifying the rule's adoption as an emergency rule:

Based upon the Actuarial Experience Study for the 5-year Period ending June 30, 1995, presented to the Board on November 15, 1996, Watson Wyatt & Company has recommended that the actuarial assumptions respecting salary scales and retirement ages upon which annual actuarial valuations of the ASRS are performed should be changed in order that the actuarial condition of the ASRS will be portrayed more accurately and that contributions to the ASRS will be based on that more accurate portrayal.

Watson Wyatt & Company has reported to the Board the impact of the recommended changes as follows:

Actuarial Impact of Recommended Changes

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Item (1)	Current Assumptions		Results of the 6/30/96 Valuation With Recommended Changes	
	6/30/95 (2)	6/30/96 (3)	New Retirement Rates (4)	New Salary Scale (5)
1. Normal cost %	10.39%	10.37%	11.20%	10.41%
2. Actuarial accrued liability	\$10,303.6	\$11,074.9	\$11,488.4	\$11,110.7
3. Actuarial value of assets	\$11,520.9	\$12,578.9	\$12,578.9	\$12,578.9
4. Unfunded actuarial accrued liability	\$(1,217.3)	\$1,504.0)	\$(1,090.4)	\$(1,468.2)
5. Funded ratio	111.8%	113.6%	109.5%	113.2%
6. Total Employee/employer contribution rate to the Plan	3.20%	2.98%	4.14%	3.05%

a) All dollar amounts in \$ millions.

Recommended Contribution Rates for 1997/1998

Based on Proposed Assumptions			
Item	401(a) Account	401(h) Account	Total
(1)	(2)	(3)	(4)
1. Employee contribution rate	3.05%	0.00%	3.05%
2. Employer contribution rate	1.57%	1.48%	3.05%
3. Total contribution rate	4.62%	1.48%	6.10%

Based on Current Assumptions			
Item	401(a) Account	401(h) Account	Total
(1)	(2)	(3)	(4)
1. Employee contribution rate	2.98%	0.00%	2.98%
2. Employer contribution rate	1.78%	1.20%	2.98%
3. Total contribution rate	4.76%	1.20%	5.96%

In order that the actuarial valuation of the ASRS as of June 30, 1996 (upon which the contributions rates for the ASRS plan year beginning July 1, 1997, will be based) will more accurately portray the actuarial condition of the ASRS, the Board must amend Section R2-8-123 effective in time to apply the changes in the actuarial assumptions to the annual actuarial valuation as of June 30, 1996. The actuarial valuation as of June 30, 1996, must be completed and the contributions rates for the plan year beginning July 1, 1997, must be reported to participating employers no later than February 1997. Compliance with the notice and public participation requirements of the Administrative Procedure Act will not allow for the adoption of the new assumptions in order to complete the actuarial valuation as of June 30, 1996, using the new assumptions, in time to meet the February 1997 deadline for determining the contributions rates to be effective July 1, 1997. The preservation of the public welfare requires an accurate portrayal of the actuarial condition of the ASRS and the appropriate funding level of the ASRS at all times.

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12. The date of the Attorney General's approval of the emergency rule:
 January 29, 1997

12. The full text of the rules follow:

TITLE 2. ADMINISTRATION

CHAPTER 8. STATE RETIREMENT SYSTEM BOARD

ARTICLE 2. RETIREMENT SYSTEM

Section	
R2-8-123.	Actuarial Assumptions and Actuarial Value of Assets
Table 1.	Graduated Tabular Rates of Mortality and Disability - Active Male Members
Table 2.	Graduated Tabular Rates of Mortality and Disability - Active Female Members
Table 3.	Non-disabled Retired Member Mortality Rates
Table 4.	Disabled Member Mortality Rates
Table 3.	Rates of Decrement Due to Retirement
Table 5.	Rates of Decrement Due to Retirement Tabular Rates of Retirement - Active Male and Female Members

ARTICLE 2. RETIREMENT SYSTEM

R2-8-123. Actuarial Assumptions and Actuarial Value of Assets

The Board adopts the following for actuarial valuations commencing with the effective date of this rule as of June 30, 1996, and thereafter:

1. Actuarial Assumptions:
 - a. Interest and Investment Yield Rate--8% per annum, compounded annually.
 - b. Mortality:--
 - i. ~~Pre-retirement--1983 Group Annuity Mortality Table with margins, set forward one year for males and three years for females, as provided for mortality in Tables 1 and 2 of this rule.~~
 - ii. ~~Post-retirement--Healthy rates are based on the 1983 Group Annuity Mortality Table with margins, set back one year for males and not set-back for females as provided in Table 3 1 of this rule. Disabled rates are based on the experience of other large public sector retirement systems through age 82, and healthy mortality rates thereafter, as provided in Table 4 of this rule.~~
 - c. Retirement Age--Select and ultimate retirement rates at age and years of service shown in Table 5 of this rule.
 - d. Salary Scales--A select and ultimate salary scale made up of a merit step-rate/ promotional component and general salary increase component as follows:

Years of Service	Merit Component	Total Salary Increase*
(1)	(2)	(3)
1	3.00%	8.50%
2	2.50%	8.00%
3	2.00%	7.50%
4	1.80%	7.30%
5	1.40%	6.90%
6	1.10%	6.60%

7	1.00%	6.50%
8	0.80%	6.30%
9	0.60%	6.10%
10	0.50%	6.00%
11 or more	0.00%	5.50%

*Total salary increase rate = inflation (or growth) rate (5%) + productivity increase rate (0.5%) + merit component

Years of Service	Step-Rate Promotional Component	Total Salary Increase*
(1)	(2)	(3)

1	5.00%	9.50%
2	4.00%	8.50%
3	2.50%	7.00%
4	1.80%	6.30%
5	1.40%	5.90%
6	1.25%	5.75%
7	1.00%	5.50%
8	0.80%	5.30%
9	0.75%	5.25%
10	0.50%	5.00%
11 - 19	0.25%	4.75%
20 +	0.000%	4.50%

*Total salary increase = inflation (or growth) rate (4.25%) + productivity increase rate (0.25%) + step-rate/promotional component

- e. Withdrawal Rates (for causes other than death, disability, or retirement)--Select and ultimate withdrawal rates as provided in Table 6 for withdrawal rates for males and Table 7 for withdrawal rates for females.
- f. Disability Rates--Group long-term disability rates based on the Society of Actuaries 1987 Disability Incidence Study (with a six-month elimination period) as provided in Table 1 for male disability rates and Table 2 for female disability rates.
- g. ~~Future Increases in Social Security Benefits--For the purpose of projecting disability benefits, Social Security is assumed to increase in the future due to increases in the national average wage index of 5.5% per year, compounded annually, and due to increases in the cost of living of 5% per year, compounded annually.~~
- h.g. Future Retirees Eligible for the Health Insurance Premium Supplement--75% of future retirees will be eligible to receive the post-retirement health insurance premium supplement and 60% of those retirees will be eligible for the dependent premium supplement.
- i.h. Proportion of Vested Terminated Members Who Will Not Withdraw Their Contributions--25% of members who terminate vested will not withdraw

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- their contributions but instead will receive a retirement benefit upon attaining retirement age.
2. Actuarial Value of Assets: The actuarial value of assets is equal to the market value of assets less a five-year phase-

in of the Excess (Shortfall) between expected investment return and actual income with the resulting value not being less than 80% or more than 120% of the market value of assets.

TABLE 1. GRADUATED TABULAR RATES OF MORTALITY AND DISABILITY - ACTIVE MALE MEMBERS

Age (1)	Rate of Mortality (2)	Rate of Disability (3)
18	0.000365	0.000715
19	0.000377	0.000740
20	0.000392	0.000766
21	0.000408	0.000783
22	0.000424	0.000800
23	0.000444	0.000817
24	0.000464	0.000833
25	0.000488	0.000851
26	0.000513	0.000869
27	0.000542	0.000890
28	0.000572	0.000914
29	0.000607	0.000941
30	0.000645	0.000973
31	0.000687	0.001009
32	0.000734	0.001050
33	0.000785	0.001098
34	0.000860	0.001154
35	0.000907	0.001218
36	0.000966	0.001290
37	0.001039	0.001370
38	0.001128	0.001460
39	0.001238	0.001565
40	0.001370	0.001689
41	0.001527	0.001839
42	0.001715	0.002020
43	0.001932	0.002238
44	0.002183	0.002495
45	0.002471	0.002798
46	0.002790	0.003151
47	0.003138	0.003560
48	0.003513	0.004019
49	0.003909	0.004535
50	0.004324	0.005128
51	0.004755	0.005818
52	0.005200	0.006620
53	0.005660	0.007541
54	0.006131	0.008560
55	0.006618	0.009644
56	0.007139	0.010759
57	0.007719	0.011870
58	0.008384	0.012954
59	0.009158	0.014001
60	0.010064	0.014990
61	0.011133	0.015900
62	0.012391	0.016710
63	0.013868	0.017430
64	0.015592	0.018034
65	0.017579	0.000000
66	0.019804	0.000000
67	0.022229	0.000000
68	0.024817	0.000000
69	0.027530	0.000000
70	0.030354	0.000000
71	0.033370	0.000000
72	0.036680	0.000000

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TABLE 2. GRADUATED TABULAR RATES OF MORTALITY AND DISABILITY - ACTIVE FEMALE MEMBERS

Age (1)	Rate of Mortality (2)	Rate of Disability (3)
18	0.000201	0.000965
19	0.000212	0.000972
20	0.000225	0.000978
21	0.000238	0.000987
22	0.000253	0.001000
23	0.000268	0.001018
24	0.000283	0.001042
25	0.000301	0.001072
26	0.000320	0.001110
27	0.000342	0.001157
28	0.000364	0.001212
29	0.000388	0.001275
30	0.000414	0.001352
31	0.000443	0.001444
32	0.000476	0.001554
33	0.000502	0.001688
34	0.000535	0.001841
35	0.000573	0.002004
36	0.000617	0.002165
37	0.000665	0.002315
38	0.000716	0.002448
39	0.000775	0.002574
40	0.000841	0.002707
41	0.000919	0.002860
42	0.001010	0.003050
43	0.001117	0.003282
44	0.001237	0.003553
45	0.001366	0.003867
46	0.001505	0.004225
47	0.001647	0.004628
48	0.001793	0.005071
49	0.001948	0.005553
50	0.002119	0.006081
51	0.002315	0.006657
52	0.002541	0.007282
53	0.002803	0.007954
54	0.003103	0.008656
55	0.003442	0.009362
56	0.003821	0.010047
57	0.004241	0.010683
58	0.004702	0.011251
59	0.005210	0.011738
60	0.005769	0.012126
61	0.006385	0.012397
62	0.007064	0.012532
63	0.007817	0.013532
64	0.008681	0.014532
65	0.009702	0.000000
66	0.010921	0.000000
67	0.012385	0.000000
68	0.014128	0.000000
69	0.016159	0.000000
70	0.018481	0.000000
71	0.021091	0.000000
72	0.023992	0.000000

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TABLE 3. RETIRED NON-DISABLED MEMBER MORTALITY RATES

Age (1)	Male (2)	Female (3)	Age (4)	Male (5)	Female (6)
20	0.000365	0.000189	66	0.015592	0.007817
21	0.000377	0.000201	67	0.017579	0.008681
22	0.000392	0.000212	68	0.019804	0.009702
23	0.000408	0.000225	69	0.022229	0.010921
24	0.000424	0.000238	70	0.024817	0.012385
25	0.000444	0.000253	71	0.027530	0.014128
26	0.000464	0.000268	72	0.030354	0.016159
27	0.000488	0.000283	73	0.033370	0.018481
28	0.000513	0.000301	74	0.036680	0.021091
29	0.000542	0.000320	75	0.040388	0.023992
30	0.000572	0.000342	76	0.044597	0.027184
31	0.000607	0.000364	77	0.049388	0.030672
32	0.000645	0.000388	78	0.054758	0.034459
33	0.000687	0.000414	79	0.060678	0.038549
34	0.000734	0.000443	80	0.067125	0.042945
35	0.000785	0.000476	81	0.074070	0.047655
36	0.000860	0.000502	82	0.081484	0.052691
37	0.000907	0.000535	83	0.089320	0.058071
38	0.000966	0.000573	84	0.097525	0.063807
39	0.001039	0.000617	85	0.106047	0.069918
40	0.001128	0.000665	86	0.114836	0.076570
41	0.001238	0.000716	87	0.124170	0.084459
42	0.001370	0.000775	88	0.133870	0.091935
43	0.001527	0.000841	89	0.144073	0.101354
44	0.001715	0.000919	90	0.154859	0.111750
45	0.001932	0.001010	91	0.166307	0.123076
46	0.002183	0.001117	92	0.178214	0.135630
47	0.002471	0.001237	93	0.190460	0.149577
48	0.002790	0.001366	94	0.203007	0.165103
49	0.003138	0.001505	95	0.217904	0.182419
50	0.003513	0.001647	96	0.234086	0.201757
51	0.003909	0.001793	97	0.248436	0.222043
52	0.004324	0.001948	98	0.263954	0.243899
53	0.004755	0.002119	99	0.280803	0.268185
54	0.005200	0.002315	100	0.299154	0.295187
55	0.005660	0.002541	101	0.319185	0.325225
56	0.006131	0.002803	102	0.341086	0.358897
57	0.006618	0.003103	103	0.365052	0.395842
58	0.007139	0.003442	104	0.393102	0.438360
59	0.007719	0.003821	105	0.427255	0.487816
60	0.008384	0.004241	106	0.469531	0.545886
61	0.009158	0.004702	107	0.521945	0.614309
62	0.010064	0.005210	108	0.586518	0.694884
63	0.011133	0.005769	109	0.665268	0.789474
64	0.012391	0.006385	110	1.000000	1.000000
65	0.013868	0.007064	110	0.760215	0.789474
66	0.012851	0.007817			
67	0.014199	0.008681			
68	0.015717	0.009702			
69	0.017414	0.010921			
70	0.019296	0.012385			
71	0.021371	0.014128			
72	0.023647	0.016159			
73	0.026131	0.018481			
74	0.028835	0.021091			
75	0.031794	0.023992			

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TABLE 5. TABULAR RATES OF RETIREMENT--ACTIVE MALE AND FEMALE MEMBERS

Age	Years of Service									
	0-4	5-9	10-14	15-19	20	21	22	23	24	25
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
50	0.000	0.002	0.030	0.030	0.040	0.040	0.040	0.040	0.040	0.050
51	0.000	0.002	0.030	0.030	0.040	0.040	0.040	0.040	0.040	0.050
52	0.000	0.002	0.030	0.030	0.040	0.040	0.040	0.040	0.040	0.050
53	0.000	0.002	0.030	0.030	0.040	0.040	0.040	0.040	0.040	0.050
54	0.000	0.002	0.030	0.030	0.040	0.040	0.040	0.050	0.130	0.120
55	0.000	0.006	0.040	0.035	0.060	0.060	0.060	0.060	0.060	0.130
56	0.000	0.006	0.055	0.040	0.080	0.080	0.080	0.080	0.130	0.120
57	0.000	0.006	0.070	0.050	0.100	0.100	0.100	0.180	0.150	0.150
58	0.000	0.006	0.075	0.080	0.130	0.130	0.180	0.160	0.160	0.160
59	0.000	0.006	0.080	0.090	0.160	0.180	0.170	0.170	0.170	0.170
60	0.000	0.040	0.090	0.110	0.210	0.190	0.190	0.190	0.190	0.200
61	0.000	0.040	0.140	0.150	0.190	0.190	0.190	0.190	0.320	0.240
62	0.000	0.040	0.290	0.290	0.370	0.370	0.370	0.370	0.370	0.390
63	0.000	0.100	0.400	0.400	0.450	0.450	0.450	0.450	0.450	0.480
64	0.000	0.050	0.430	0.430	0.480	0.480	0.480	0.480	0.480	0.500
65	0.025	0.050	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.550
66	0.025	0.100	0.500	0.500	0.550	0.550	0.550	0.550	0.550	0.550

Age	Years of Service									
	26	27	28	29	30	31	32	33	34	35+
(1)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)
50	0.050	0.050	0.050	0.050	0.080	0.060	0.065	0.075	0.100	0.060
51	0.050	0.050	0.050	0.080	0.075	0.080	0.085	0.100	0.110	0.060
52	0.050	0.050	0.100	0.075	0.080	0.085	0.100	0.110	0.060	0.060
53	0.050	0.130	0.100	0.090	0.090	0.090	0.100	0.060	0.060	0.075
54	0.100	0.120	0.100	0.110	0.110	0.110	0.100	0.100	0.100	0.100
55	0.120	0.110	0.110	0.120	0.150	0.100	0.100	0.100	0.100	0.100
56	0.120	0.120	0.120	0.120	0.120	0.120	0.120	0.120	0.120	0.120
57	0.150	0.150	0.150	0.140	0.140	0.140	0.140	0.140	0.140	0.140
58	0.160	0.160	0.170	0.170	0.170	0.170	0.170	0.170	0.170	0.170
59	0.170	0.170	0.170	0.170	0.200	0.200	0.200	0.200	0.200	0.200
60	0.200	0.200	0.200	0.200	0.240	0.240	0.240	0.240	0.240	0.240
61	0.240	0.240	0.240	0.240	0.250	0.250	0.250	0.250	0.250	0.250
62	0.390	0.390	0.390	0.390	0.450	0.450	0.450	0.450	0.450	0.450
63	0.480	0.480	0.480	0.480	0.500	0.500	0.500	0.500	0.500	0.500
64	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500
65	0.550	0.550	0.550	0.550	0.550	0.550	0.550	0.550	0.550	0.550
66	0.550	0.550	0.550	0.550	0.550	0.550	0.550	0.550	0.550	0.550

Arizona Administrative Register
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TABLE 5. TABULAR RATES OF RETIREMENT - ACTIVE MALE AND FEMALE MEMBERS

Age	Years of Service									
	0-4	5-9	10-14	15	16	17	18	19	20	21
50 & Under	0.000	0.0500	0.0500	0.0500	0.0500	0.0500	0.0500	0.0500	0.0500	0.0500
51	0.000	0.0500	0.0500	0.0500	0.0500	0.0500	0.0500	0.0500	0.0500	0.0500
52	0.000	0.0500	0.0500	0.0500	0.0500	0.0500	0.0500	0.0500	0.0500	0.0500
53	0.000	0.0500	0.0500	0.0500	0.0500	0.0500	0.0500	0.0500	0.0500	0.0500
54	0.000	0.0500	0.0500	0.0500	0.0500	0.0500	0.0500	0.0500	0.0600	0.0600
55	0.000	0.0500	0.0500	0.0500	0.0500	0.0500	0.0500	0.0500	0.0800	0.1000
56	0.000	0.0500	0.0500	0.0500	0.0500	0.0500	0.0500	0.0500	0.1250	0.1250
57	0.000	0.0500	0.0700	0.0500	0.0500	0.0500	0.0500	0.1000	0.1625	0.1625
58	0.000	0.0500	0.0750	0.0800	0.0800	0.0800	0.0800	0.1125	0.2000	0.2250
59	0.000	0.0500	0.0800	0.0900	0.0900	0.0900	0.1375	0.1375	0.2625	0.2375
60	0.000	0.0500	0.0900	0.1100	0.1100	0.1375	0.1375	0.1375	0.2375	0.2375
61	0.000	0.0500	0.1400	0.1500	0.1875	0.1875	0.1875	0.1875	0.4200	0.4200
62	0.000	0.0500	0.3400	0.3400	0.3400	0.3400	0.3400	0.3400	0.5000	0.5000
63	0.000	0.1000	0.4500	0.4500	0.4500	0.4500	0.4500	0.4500	0.5300	0.5300
64	0.000	0.0500	0.4800	0.4800	0.4800	0.4800	0.4800	0.4800	0.5500	0.5500
65	0.0250	0.0500	0.5500	0.5500	0.5500	0.5500	0.5500	0.5500	0.6000	0.6000
66 & Older	0.0250	0.1000	0.5500	0.5500	0.5500	0.5500	0.5500	0.5500	0.6000	0.6000

Age	Years of Service									
	22	23	24	25	26	27	28	29	30	31
50 & Under	0.0500	0.0500	0.0500	0.0500	0.0500	0.0625	0.0625	0.0625	0.1000	0.0750
51	0.0500	0.0500	0.0500	0.0500	0.0625	0.0625	0.0625	0.1000	0.0938	0.1000
52	0.0500	0.0500	0.0500	0.0625	0.0625	0.0625	0.0938	0.0938	0.1000	0.1062
53	0.0500	0.0500	0.0500	0.0625	0.0625	0.1625	0.1250	0.1125	0.1125	0.1125
54	0.0500	0.0500	0.0500	0.0625	0.1625	0.1500	0.1250	0.1375	0.1375	0.1375
55	0.0750	0.0750	0.0750	0.1625	0.1500	0.1500	0.1375	0.1500	0.1875	0.1250
56	0.1000	0.1000	0.1625	0.1500	0.1500	0.1500	0.1500	0.1500	0.1500	0.1500
57	0.1250	0.2250	0.1875	0.1875	0.1875	0.1875	0.1875	0.1750	0.1750	0.1750
58	0.2250	0.2000	0.2000	0.2000	0.2000	0.2000	0.2125	0.2125	0.2125	0.2125
59	0.2125	0.2125	0.2125	0.2125	0.2125	0.2125	0.2125	0.2125	0.2500	0.2500
60	0.2375	0.2375	0.2375	0.2500	0.2500	0.2500	0.2500	0.2500	0.3000	0.3000
61	0.2375	0.2375	0.4000	0.3000	0.3000	0.3000	0.3000	0.3000	0.3125	0.3125
62	0.4200	0.4200	0.4200	0.4400	0.4400	0.4400	0.4400	0.4400	0.5000	0.5000
63	0.5000	0.5000	0.5000	0.5300	0.5300	0.5300	0.5500	0.5500	0.5500	0.5500
64	0.5300	0.5300	0.5300	0.5500	0.5500	0.5500	0.5500	0.5500	0.5500	0.5500
65	0.5500	0.5500	0.5500	0.6000	0.6000	0.6000	0.6000	0.6000	0.6000	0.6000
66	0.6000	0.6000	0.6000	0.6000	0.6000	0.6000	0.6000	0.6000	0.6000	0.6000

Age	32	33	34	35 or more
50 & Under	0.0812	0.0938	0.1250	0.1250
51	0.1062	0.1250	0.1375	0.1375
52	0.1250	0.1375	0.0750	0.0750
53	0.1250	0.750	0.0750	0.0750
54	0.1250	0.1250	0.1250	0.1250
55	0.1250	0.1250	0.1250	0.1250
56	0.1500	0.1500	0.1500	0.1500
57	0.1750	0.1750	0.1750	0.1750
58	0.2125	0.2125	0.2125	0.2125
59	0.2500	0.2500	0.2500	0.2500
60	0.3000	0.3000	0.3000	0.3000
61	0.3125	0.3125	0.3125	0.3125
62	0.5000	0.5000	0.5000	0.5000
63	0.5500	0.5500	0.5500	0.5500
64	0.5500	0.5500	0.5500	0.5500
65	0.6000	0.6000	0.6000	0.6000
66 & Older	0.6000	0.6000	0.6000	0.6000